

POSITION DESCRIPTION



Head of Indigenous Future Student Engagement

POSITION DETAILS

Position Title	Head of Indigenous Future Student Engagement
Classification	HEW 9
Position Number	TBC
School/Office	Domestic Student Recruitment
Division	Division Western Sydney & External Engagement

This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act, 1977 NSW.

POSITION PURPOSE

The Head of Indigenous Engagement is a senior strategic and operational leader responsible for leading the University's Indigenous student engagement and recruitment strategy, including the development and delivery of initiatives that build aspiration, awareness, participation and pathways to higher education for Aboriginal and Torres Strait Islander students and communities.

The role provides strategic leadership across the University's Indigenous prospective student engagement portfolio, translating University Western 2030 Strategy and the 2026-2030 Indigenous Strategy into integrated engagement, pathway and recruitment plans spanning schools' engagement, community partnerships, prospective student programs, pathway initiatives and transition to university.

The position is accountable for leading initiatives that build strong and sustained relationships with Aboriginal and Torres Strait Islander students, families, schools, educators, Elders, community organisations and other stakeholders. This includes strategic oversight of the Pathways to Dreaming program, the Aboriginal and Torres Strait Islander Entry Program and other Indigenous engagement, outreach and recruitment initiatives designed to increase awareness of higher education, strengthen pathways to Western and improve Indigenous student participation and enrolment outcomes.

The role leads a portfolio of culturally appropriate engagement activities and programs, including school-based and campus-based experiences, academic and cultural enrichment activities, mentoring,

information sessions, community events and other initiatives that support students to build confidence, skills and aspirations and make informed decisions about higher education and career pathways. The position is accountable for using data, research, student and community insights and sector intelligence to evaluate program performance, identify opportunities and risks, improve conversion and participation outcomes and inform strategic priorities. The role provides high-level advice and recommendations to the Director, Domestic Student Recruitment and senior University stakeholders on Indigenous engagement and recruitment performance, emerging trends, opportunities, risks, and strategic interventions.

KEY ACCOUNTABILITIES

1. Lead the delivery of the University's Indigenous engagement and recruitment strategy

- Translate the University's Indigenous and recruitment strategies into an integrated engagement and recruitment plan covering schools, pathways, community engagement and student recruitment.
- Provide strategic leadership of Indigenous engagement and pathway programs, ensuring alignment with participation, recruitment and enrolment targets.
- Set priorities, targets and performance measures, identify opportunities and risks, and adapt approaches based on data, community insights and the aspirations of Aboriginal and Torres Strait Islander students and communities.

2. Lead Indigenous student engagement, pathways and recruitment outcomes

- Lead and monitor the Indigenous prospective student pipeline from engagement through to enrolment, with clear performance measures and reporting.
- Strengthen pathways from engagement programs into higher education by connecting pathway initiatives, scholarships, admissions and recruitment opportunities.
- Use data and community insights to identify opportunities, improve outcomes and ensure culturally authentic student experiences.

3. Lead the Indigenous engagement function and operating model

- Provide leadership of the Indigenous engagement portfolio, ensuring clear priorities, accountability and performance.
- Lead and develop team capability in Indigenous engagement, partnerships, recruitment and culturally responsive practice.
- Allocate resources to meet strategic priorities and integrate Indigenous engagement with broader recruitment and future student initiatives.

4. Lead strategic school, community and cohort engagement

- Lead targeted engagement strategies across priority schools, communities and student cohorts.
- Drive Pathways to Dreaming and related initiatives that build aspiration and higher education participation.
- Strengthen pathways into Western through admissions, scholarships, support services and other university opportunities.

5. Lead Indigenous community relationships and strategic partnerships

- Lead Indigenous community relationships and strategic partnerships aligned to Indigenous Future Student Engagement. Represent Western and provide expert advice on indigenous engagement, pathways and recruitment.
- Drive community collaboration and strategic partnerships to strengthen Indigenous participation and engagement.

6. Lead Indigenous engagement insights, innovation and continuous improvement

- Drive a data-led approach to Indigenous engagement and recruitment, identifying trends,

- opportunities and risks.
- Lead the evaluation and continuous improvement of Indigenous engagement and pathway programs
- Deliver strategic insights and recommendations to senior stakeholders.

7. Provide strategic advice, resource and operational leadership

- Advise senior stakeholders on Indigenous engagement and recruitment strategy, performance and emerging opportunities.
- Align workforce budget and resource planning with strategic priorities and community needs.
- Oversee governance, risk management and complex Indigenous engagement matters.

8. Undertake other duties as directed

- Other duties relevant to the classification level.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 4(D) of the NSW Anti-Discrimination Act, 1977 NSW.
2. It is a mandatory requirement for any incumbent of this position to have a current NSW paid employee Working With Children clearance in accordance with the NSW Child Protection (Working with Children) Act 2012.
3. Relevant tertiary qualification and significant experience in Indigenous engagement, education, student recruitment, communities, outreach or a related field.
4. Demonstrated success leading Indigenous engagement, education, pathways and recruitment strategies that deliver measurable outcomes.
5. Strong understanding of Aboriginal and Torres Strait Islander education, communities and pathways to higher education.
6. Proven ability to lead complex teams, resources, change and organisational performance
7. Highly developed strategic, analytical and program management skills supported by data-informed management skills.
8. Demonstrated ability to translate strategy into operational plans and successfully deliver large scale programs.
9. Exceptional stakeholder engagement, negotiation and relationship management skills including with Aboriginal and Torres Strait Islander communities, Elders and key partners
10. Demonstrated experience leading culturally appropriate programs, partnerships and community engagement initiatives.
11. Proven ability to drive innovation and continuous improvement to enhance Indigenous participation and engagement outcomes.
12. Excellent communication skills, including the ability to provide high-level advice and recommendations to Senior Leaders.

KEY RELATIONSHIPS

- **This position reports to:** Director, Domestic Student Recruitment
- **This position supervises:** 1 x HEW 8 Manager, Pathways to Dreaming and 1 x HEW 7 Future Student Engagement Project Officer
- **Key internal relationships:**
 - Chief Marketing Officer
 - Director, Domestic Student Recruitment
 - Badanami

- Office of the DVCIL
- Future Students leadership team
- Marketing and Communications leadership
- Market Insights and Data
- Admissions
- Student Success and Services
- Faculties and Schools
- Deans, Deputy and Associate Deans, Faculty Staff and School Managers
- Deputy Vice-Chancellors and senior University leaders
- Finance and other corporate service areas
- Relevant portfolio and University committees
- **Key external relationships:**
 - Indigenous students, staff, Elders and relevant Indigenous governance and advisory groups
 - Schools and school leadership
 - Principals and career advisers
 - TAFE and other education providers
 - Government and education sector stakeholders
 - Community and industry partners
 - Prospective students, parents and influencers
 - Relevant professional and sector networks

CHALLENGES

- Leading Indigenous engagement across a large and complex University environment, balancing institutional priorities with the needs and expectations of Indigenous communities and stakeholders.
- Building genuine, trusted and culturally safe relationships across diverse communities and ensuring engagement translates into meaningful recruitment, participation and student success outcomes.
- Influencing stakeholders across faculties and professional areas where the role has broad strategic responsibility but relies on collaboration and shared accountability to achieve outcomes.
- Responding to changing community, sector and policy priorities while maintaining a clear strategic focus and demonstrating the impact of Indigenous engagement activity.
- Managing competing priorities, resources and expectations across a geographically dispersed University and ensuring engagement activity is targeted, coordinated and outcomes focused.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by: Office of People

Date: 22/10/2026